

Job Posting

- Position:** Temporary Full Time Outreach Worker – 7 mos contract
- Location:** Anselma House in Kitchener and Haven House in Cambridge
- Hours of Work:** 35 hour work week – *varied shifts, evenings and weekends*
- Start Date:** To Be Determined
- Pay Rate:** \$26.33 and benefits as outlined in the UNIFOR Local 302 Collective Agreement.

Organization Overview

Women's Crisis Services of Waterloo Region provides safe shelter and support services to women and children experiencing domestic violence. We operate two emergency shelters (Anselma House in Kitchener and Haven House in Cambridge) as well as a regional outreach program.

Position Overview

The Outreach Worker supports women and children to move beyond violence by providing safety planning; emotional support; crisis and transitional intervention; community referrals/information; and advocacy. This Outreach assignment is to work in close collaboration with the Domestic Violence Unit of the Waterloo Region police services. The Outreach Worker will assist with safety planning and risk assessment. The worker will meet with women in their homes or in the community whenever possible and help women identify the supports that they and their children need and assist them to access those supports such as: court support; housing; financial aid; and counseling services.

What we offer:

- **Dynamic** workplace culture with a strong sense of team or team based learning
- Opportunity to expand and develop your social work skills
- On site and off site professional development
- Opportunities to participate in various workshops to further develop skills and knowledge on how to better support women and children
- Leadership Development Program available for staff
- Competitive wages

Required Skills and Qualifications

Education Requirements

- MSW, BSW or related Master's degree required (such as Applied Psychology or Counselling), from a University of recognized standing, plus several years of relevant experience in a related field in the opinion of Women's Crisis Services management
- Exceptions to educational requirements will be solely at the discretion of Women's Crisis Services management



- A member in good standing with the Ontario College of Social Workers and Social Service Workers or equivalent registered organization. **If not a member, this must be attained during the probationary period**

Skill Requirements

- Continuous priority setting and flexibility is required due to the lack of control over crisis situations and in meeting the needs of multiple job expectations
- Skills in advocacy, crisis intervention, risk and ongoing assessments based on the needs of abused women and their children
- Knowledge of the effects of all types of abuse on both women and children
- In-depth feminist analysis of violence against women
- Solid understanding of an anti-racist and anti-oppressive framework
- Demonstrated sound judgment and the ability to be decisive in crisis situations
- Strong organizational and time management skills along with the ability to multi-task
- Current and informed knowledge of women and children related to multi-cultural issues
- Current and informed knowledge of the needs of diverse groups of women and children, such as disability, sexual orientation, survivors of trauma, mental health issues, and addiction issues
- Experience working with interpreters
- Experience working with women with no or minimal literacy
- Current knowledge of and skills in accessing and utilizing appropriate community resources
- Knowledge of conflict resolution practices and negotiation techniques, as well as the ability to facilitate meetings, direct situations and implement rules and guidelines
- Knowledge of group processes including the ability to design, plan, and research, facilitate, co-facilitate and implement groups for abused women and children
- Current knowledge of basic criminal and family law, the *Child and Family Services Act* and related legal issues and resources
- Highly developed interpersonal skills, and verbal and written communication skills.
- Proficient in the use of computer software
- Valid driver's license, valid and sufficient insurance coverage and access to a reliable vehicle

How to Apply

Please submit cover letter and resume to:

Joyce Birnstihl

Human Resources Manager

700 Heritage Drive

Kitchener, ON N2A3N9

joyce.birnstihl@wcsvr.org

Women's Crisis Services of Waterloo Region welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

“We are an equal opportunity employer and welcome applicants representative of our diverse community”

Only those applicants selected for an interview will be contacted.